

271256-2026 - Competition

Luxembourg – Recruitment services – Provision of Executive search and assessment services
OJ S 77/2026 21/04/2026
Contract or concession notice – standard regime
Services

1. Buyer

1.1. Buyer

Official name: European Stability Mechanism (ESM)

Email: procurement@esm.europa.eu

Legal type of the buyer: International organisation

Activity of the contracting authority: Economic affairs

2. Procedure

2.1. Procedure

Title: Provision of Executive search and assessment services

Description: In this context the ESM intends to conclude agreements, also called “Contracts” with suitably qualified service providers (“Service Providers”) for the provision of recruitment support services. The services are divided into three (3) separate LOTS: LOT 1: Executive search services - This LOT covers executive search services for the identification, assessment and shortlisting of suitable candidates for senior and specialised positions within the ESM. LOT 2: Assessment centre services - This LOT concerns the delivery of assessment centre services, including the design and execution of structured assessment exercises and related evaluation activities in support of ESM staff selection processes. LOT 3: Psychometric and aptitude assessments - This LOT covers the provision of psychometric and aptitude assessment services, including personality, behavioral, motivational and cognitive ability tests, to support the evaluation of candidates in ESM recruitment procedures.

Procedure identifier: 07270b63-3fd8-4a89-9b14-9b7e0cc19266

Type of procedure: Negotiated with prior publication of a call for competition / competitive with negotiation

The procedure is accelerated: no

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79635000 Assessment centre services for recruitment

2.1.2. Place of performance

Postal address: 6a Circuit de La Foire Internationale

Town: Luxembourg

Postcode: 1347

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

2.1.4. General information

Legal basis:

Other

Neither Directive 2014/24/EU of the European Parliament and of the Council of 26 February 2014 nor Regulation (EU, Euratom) 2018/1046 of the European Parliament and of the Council of 18 July 2018 (as amended) apply to the ESM. The ESM procures supplies, services, and works on its own behalf and for its own account pursuant to the ESM procurement policy as published on the ESM website.

2.1.5. Terms of procurement

Terms of submission:

Maximum number of lots for which one tenderer can submit tenders: 3

2.1.6. Grounds for exclusion

Sources of grounds for exclusion: Procurement Document

4. Group of lots

4.1. Group of lots: GLO-0001

Lots included: LOT-0001, LOT-0002, LOT-0003

Internal identifier: PRC0003547

5. Lot

5.1. Lot: LOT-0001

Title: LOT 1: Executive search services

Description: LOT 1: Executive search services - This LOT covers executive search services for the identification, assessment and shortlisting of suitable candidates for senior and specialised positions within the ESM.

Internal identifier: LOT 1: Executive search services

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Postal address: 6a Circuit de La Foire Internationale

Town: Luxembourg

Postcode: 1347

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

5.1.3. Estimated duration

Duration: 48 Months

5.1.6. General information

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): no

This procurement is also suitable for small and medium-sized enterprises (SMEs): yes

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 3

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.10. Award criteria

Criterion:

Type: Quality

Description: as stated in the procurement documents

Criterion:

Type: Price

Description: as stated in the procurement documents

5.1.11. Procurement documents

Languages in which the procurement documents are officially available: English

Deadline for requesting additional information: 08/05/2026 11:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.esm.europa.eu/how-we-work/procurement>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://in-tendhost.co.uk/esm/asp/Home>

Languages in which tenders or requests to participate may be submitted: English

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of requests to participate: 18/05/2026 11:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Required

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Information about the dynamic purchasing system:

No dynamic purchase system

Electronic auction: no

5.1.16. Further information, mediation and review

Review organisation: European Stability Mechanism (ESM)

Organisation providing more information on the review procedures: European Stability Mechanism (ESM)

Organisation receiving requests to participate: European Stability Mechanism (ESM)

Organisation processing tenders: European Stability Mechanism (ESM)

5.1. Lot: LOT-0002

Title: LOT 2: Assessment centre services

Description: LOT 2: Assessment centre services - This LOT concerns the delivery of assessment centre services, including the design and execution of structured assessment exercises and related evaluation activities in support of ESM staff selection processes.
Internal identifier: Assessment centre services

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79635000 Assessment centre services for recruitment

Additional classification (cpv): 79635000 Assessment centre services for recruitment

5.1.2. Place of performance

Postal address: 6a Circuit de La Foire Internationale

Town: Luxembourg

Postcode: 1347

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

5.1.3. Estimated duration

Duration: 48 Months

5.1.6. General information

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): no

This procurement is also suitable for small and medium-sized enterprises (SMEs): yes

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 3

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.10. Award criteria

Criterion:

Type: Quality

Description: as stated in the procurement documents

Criterion:

Type: Price

Description: as stated in the procurement documents

5.1.11. Procurement documents

Languages in which the procurement documents are officially available: English

Deadline for requesting additional information: 08/05/2026 11:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.esm.europa.eu/how-we-work/procurement>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://in-tendhost.co.uk/esm.aspx/Home>

Languages in which tenders or requests to participate may be submitted: English

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of requests to participate: 18/05/2026 11:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Required

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Information about the dynamic purchasing system:

No dynamic purchase system

Electronic auction: no

5.1.16. Further information, mediation and review

Review organisation: European Stability Mechanism (ESM)

Organisation providing more information on the review procedures: European Stability Mechanism (ESM)

Organisation receiving requests to participate: European Stability Mechanism (ESM)

Organisation processing tenders: European Stability Mechanism (ESM)

5.1. Lot: LOT-0003

Title: LOT 3: Psychometric and aptitude assessments

Description: LOT 3: Psychometric and aptitude assessments - This LOT covers the provision of psychometric and aptitude assessment services, including personality, behavioral, motivational and cognitive ability tests, to support the evaluation of candidates in ESM recruitment procedures.

Internal identifier: Psychometric and aptitude assessments

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Postal address: 6a Circuit de La Foire Internationale

Town: Luxembourg

Postcode: 1347

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

5.1.3. Estimated duration

Duration: 48 Months

5.1.6. General information

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): no

This procurement is also suitable for small and medium-sized enterprises (SMEs): yes

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 3

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.10. Award criteria

Criterion:

Type: Quality

Description: as stated in the procurement documents

Criterion:

Type: Price

Description: as stated in the procurement documents

5.1.11. Procurement documents

Languages in which the procurement documents are officially available: English

Languages in which the procurement documents (or their parts) are unofficially available: English

Deadline for requesting additional information: 08/05/2026 11:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.esm.europa.eu/how-we-work/procurement>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://in-tendhost.co.uk/esm.aspx/Home>

Languages in which tenders or requests to participate may be submitted: English

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of requests to participate: 18/05/2026 11:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Required

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Information about the dynamic purchasing system:

No dynamic purchase system

Electronic auction: no

5.1.16. Further information, mediation and review

Review organisation: European Stability Mechanism (ESM)

Organisation providing more information on the review procedures: European Stability Mechanism (ESM)

Organisation receiving requests to participate: European Stability Mechanism (ESM)

Organisation processing tenders: European Stability Mechanism (ESM)

8. Organisations

8.1. ORG-0001

Official name: European Stability Mechanism (ESM)

Registration number: ESM

Postal address: 6a Circuit de la Foire Internationale

Town: Luxembourg

Postcode: 1347

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

Contact point: Ms Asta Gerhardt

Email: procurement@esm.europa.eu

Telephone: +352 2609620

Internet address: <https://www.esm.europa.eu/>

Buyer profile: https://www.esm.europa.eu/how-we-work/procurement#headline-procurement_opportunities

Roles of this organisation:

Buyer

Organisation receiving requests to participate

Organisation processing tenders

Review organisation

Organisation providing more information on the review procedures

8.1. ORG-0000

Official name: Publications Office of the European Union

Registration number: PUBL

Town: Luxembourg

Postcode: 2417

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

Email: ted@publications.europa.eu

Telephone: +352 29291

Internet address: <https://op.europa.eu>

Roles of this organisation:

TED eSender

Notice information

Notice identifier/version: c5976788-3ed0-4485-ab0b-022b5a2cb59e - 01

Form type: Competition

Notice type: Contract or concession notice – standard regime

Notice subtype: 16

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Languages in which this notice is officially available: English

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